E. FILLER DAYS

1. A Flight Attendant, at her/his option, may hold twenty percent (20%) of accrued vacation days to a maximum of six (6) days to be used as filler days. (All filler days must be taken in the vacation fiscal year subsequent to accrual.)

Example: Total Accrual 24 20% 5

2. The Company will establish a separate pool of vacation slots which will be dedicated for filler day use. The formula for determining this pool will be based on the number of filler days awarded to Flight Attendants throughout the system but never less than five percent (5%) of the average vacation days allotted for each crew base on a day by day basis as determined by the master yearly matrix. When the percentage results in a decimal it will be rounded up to the next whole number.

Date	Crew Base	Daily Crew Base Allotment	Filler Day Allotment
June 15, 2016	PHL	241	At least 13

- 3. The award of filler days will be accomplished as follows:
 - a. The master yearly filler day matrix will be posted on the Company intranet at the same (time vacation bids open.)
 - b. Filler days for the following month will be awarded on or before the eighth (8th) of each month effective with PBS (prior to PBS, the tenth (10th) of each month), immediately after monthly vacation rebid awards.
 - c. If a vacation slot(s) for the following month remains open after the monthly rebid process, including any vacation slot(s) that become available as a result of that month's Flight Attendant rebid, such slot(s) will be added to the minimum five percent (5%) filler day pool.
 - d. A Flight Attendant who uses filler day(s) in a month shall be paid and credited three and one- half (3.5) hours for the filler day(s).

F. VACATION BUYBACK

- 1. The Company will make available on an annual basis in each crew base a minimum of five and one-half percent (5.5%) of the total annual crew base vacation accrual, excluding any vacation carryover, for vacation buyback. Vacation buyback will be awarded by crew base in seniority order to individual Flight Attendants prior to the annual vacation bid and establishment of the vacation matrix. Any reduction in the vacation matrix due to vacation buyback shall be distributed equally throughout the year. Vacation buyback awarded in accordance with the provisions of this Paragraph will be paid in the subsequent year, no later than the first pay period in June.
- 2. Following the completion of the annual vacation buyback process as specified in Paragraph F.1, the Company may, at its sole discretion, make available additional vacation buyback in any crew base on a monthly basis. The Company shall notify Flight Attendants of the vacation buyback prior to the first of the bid month. If vacation buyback is offered, the award will be processed in seniority order by crew base with eighty percent (80%) of such vacation buyback allocated for Lineholders and twenty percent (20%) allocated for Reserves. If insufficient Reserves/Lineholders bid their respective buyback, the time will be awarded in